



Chris Vandeleur, ICB Workforce Planning Lead

The Urology service pathway Workforce

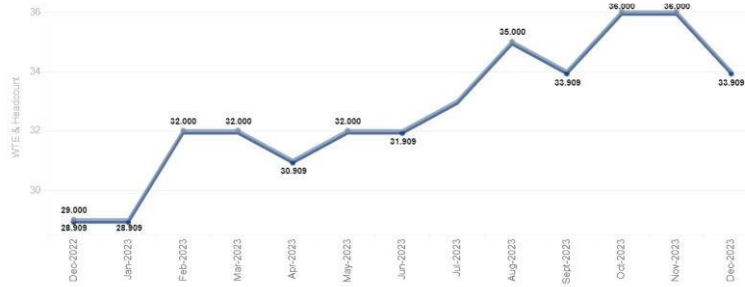


Background

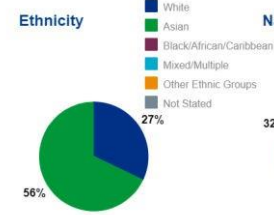
- The two Trusts are in very different place in terms of people engagement and development, WVT appearing in a more stable position.
- A heavy locum dependency against a background of a national shortage of Consultants in the service.
- The Trusts have honorary contracts in place for a number of clinicians to support cross system working; it is hoped this could be expanded across the group.
- WAHT Trusts. Arrangements and MoU/SLA to be confirmed by the UAN in collaboration with H&W. have started recruiting to new clinical roles, expanding capacity.
- There is good engagement across the two Trusts (and wider foundation group) with a clinical drive for improvement through working together.
- There is also agreement across the Foundation Group and Coventry & Warks Urology Area Network to support CESR training across the hospital.

Urology Medical Workforce

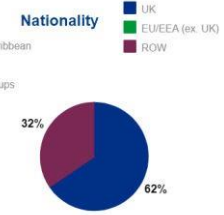
ICB



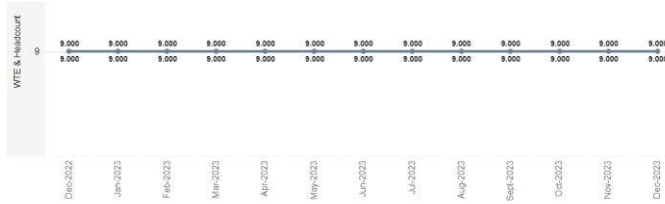
Ethnicity



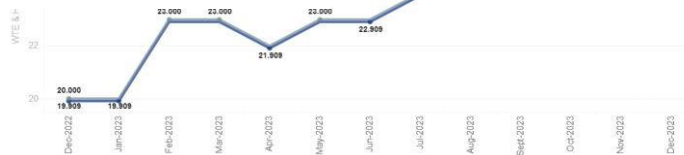
Nationality



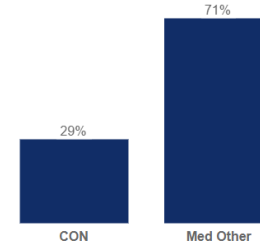
WWT



Worcester Acute



Grade Band



Key Urology Workforce challenges

- Acquisition talent and promoting the attractiveness of our roles continues to be the main workforce challenge.
- Addressing issues around workloads, weekend cover, on call, clinical supervision.
- Work pressures impacting on training and development opportunities.
- Introducing new ways of working has been a challenge given resource constraints due to cancer and elective demand.

Urology STAR Workshop held on 25 October 2023

Supply	Up-skilling	New roles	New ways of working	Leadership
<p>Demand and Capacity planning</p> <p>Long term assessment of the demand for the service (5-10 years)</p> <p>Team Culture, ensuring staff feel valued</p> <p>Celebrating our successes /staff recognition</p> <p>Improve staff sense of well being</p> <p>Investment in the service</p> <p>Specialty Doctors at WVT</p> <p>Quicker recruitment process</p> <p>Succession planning</p> <p>Flexible working as an option to attract and retain staff</p> <p>Developing a plan to fill the recruitment gaps, e.g. Consultants posts at WVT, locum's not being retained.</p> <p>Shared recruitment</p> <p>Medical Secretary (WA)</p>	<p>"Growing our own"</p> <p>Succession planning</p> <p>Identifying future skill requirements to define training needs (individual, team and service)</p> <p>Medical and Nurse training/career pathways used to define training requirements</p> <p>Clarity around the level of work/skills and the pay band</p> <p>Work pressures impacting on training and development opportunities (WA)</p>	<p>Nurse consultant</p> <p>Speciality</p> <p>Doctor/SAS/ Associate Specialist</p> <p>Urology Support Worker posts (Band 4)</p> <p>Leads for roles e.g. Stones, sub specialisms</p>	<p>Continuing to build on the good work and opportunities to work collaboratively</p> <p>Nurse led "one stop" service</p> <p>Streamline LUTS, seeking to create capacity</p> <p>Community role /involvement e.g. training up Special (District) Nurse e.g. flow rates.</p> <p>Implementing referral pathway</p> <p>System wide recruiting</p> <ul style="list-style-type: none"> • Consultant, • Nurse Consultant • Other? <p>"Right people doing the right things"</p>	<p>Engagement within the Foundation Group</p> <p>Vision forward. What does "good" look like".</p> <p>Having capacity time to plan the Stop firefighting</p> <p>Clinical solutions/local focus</p> <p>Everyone has a voice (WA)</p> <p>Communication –</p> <ul style="list-style-type: none"> • way days • Structure • department/business meetings (WA). • share good news stories <p>Sharing learning across the service</p>

Activities to address the Urology issues

- Support from Chief Medical Advisor in relation to group-based urology developments.
- Seeking to attract more applicants by make H&W Urology service an attractive place to work.
- Clarifying and communicating the Vision for the service (purpose, objectives and goals) particularly in the context of the expanded Foundation Group.
- Developing hybrid roles
- Seeking to expand University placements as the Three Counties Medical School develops
- Attracting overseas applicants through offering Portfolio Pathway offer
- Expanding the AHP workforce through international recruitment.
- Explore shared recruitment and nurse training opportunities.